



TEACHER STANDARDS

March 2008

Missoula County Public Schools Mission

At Missoula County Public Schools (MCPS), our mission is to ensure that each student achieves his/her full and unique potential.

Teacher Standards are established to provide support to teachers so they are highly effective in their instruction.

Preparation and Content Knowledge

The effective teacher consistently plans and implements, meaningful learning experiences for all students and consistently demonstrates competency in content area(s) to develop student knowledge and performance.

Instructional Strategies

The effective teacher understands and uses a variety of instructional strategies to encourage development of critical thinking, problem solving, and performance skills.



Forward Thinking, High Achieving.

Environment for Learning

The effective teacher consistently creates a safe and positive learning environment that encourages social interaction, civic responsibility, active engagement in learning and self-motivation.

Standards for Teachers

are overarching goals and themes that provide a framework for what teachers should know and be able to do.

Student Assessment and Progress Monitoring

The effective teacher understands the importance and relevance of appropriate assessment strategies to support continued student growth and to inform instruction.

Collaborative Relationships

The effective teacher understands the role of the community in education and develops and maintains collaborative relationships with colleagues, parents/guardians, and the community to support student learning and well-being.

Professional Responsibilities

The effective teacher engages in professional responsibilities and growth.

**Standard #1
Preparation and Content
Knowledge**

The effective teacher consistently plans and implements, meaningful learning experiences for all students and consistently demonstrates competency in content area(s) to develop student knowledge and performance.

Performance Indicators

- 1.1 The teacher demonstrates knowledge of content and a variety of teaching strategies.
- 1.2 The teacher draws on formal and informal assessments as well as knowledge of human development to identify learning targets appropriate to the specific discipline, age, and range of cognitive levels being taught.
- 1.3 The teacher plans sequential units of study, individual lessons, and learning activities that make learning cumulative and advance the students level of content knowledge.
- 1.4 The teacher uses materials, resources, and available technologies to make subject matter accessible to students.
- 1.5 The teacher demonstrates enthusiasm for subject(s).
- 1.6 The teacher uses Montana Content Standards and Missoula County Public Schools Curriculum Standards to guide in the establishment of learning goals for each student.

**Instructional
Strategies**

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**Environment for
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**Standard 2:
Instructional Strategies**

The effective teacher understands and uses a variety of instructional strategies to encourage development of critical thinking, problem solving, and performance skills.

Performance Indicators

- 2.1 The teacher demonstrates flexibility and responsiveness in adjusting instruction to meet student needs.
- 2.2 The teacher connects students' prior knowledge and interests in the instruction process.
- 2.3 The teacher uses a variety of resources, including available technologies, in the delivery of instruction.
- 2.4 The teacher varies his/her role in instructional process in relation to the content, purposes of instruction, and students' needs.
- 2.5 The teacher provides a variety of opportunities for students to apply and practice what is learned.

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Standard 3: Environment for Learning

The effective teacher consistently creates a safe and positive learning environment that encourages social interaction, civic responsibility, active engagement in learning and self-motivation.

Performance Indicators

- 3.1 The teacher organizes, allocates and manages time, physical space, activities.
- 3.2 The teacher consistently engages students in appropriate experiences that support their development as a community of learners and responsible citizens.
- 3.3 The teacher establishes clear and consistent expectations for student behavior.
- 3.4 The teacher manages classroom routines and procedures efficiently.
- 3.5 The teacher promotes students' intrinsic motivation by providing relevant and developmentally appropriate learning experiences.
- 3.6 The teacher uses a range of instructional techniques which promote positive relationships and foster cooperation to establish a safe learning environment.

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Standard 4: Student Assessment and Progress Monitoring

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Performance Indicators

- 4.1 The teacher selects, constructs, and uses assessment strategies and instruments for diagnosis and evaluation of learning and instruction.
- 4.2 The teacher uses the results of assessments to reflect on and modify teaching.
- 4.3 The teacher works with other staff and building/district leadership to monitor student progress.
- 4.4 The teacher maintains appropriate and accurate records of student achievement.
- 4.5 The teacher communicates student progress to students, parents/guardians and colleagues as needed.

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**Standard 5:
Collaborative Relationships**

The effective teacher understands the role of the community in education and develops and maintains collaborative relationships with colleagues, parents/guardians, and the community to support student learning and well-being.

Performance Indicators

- 5.1 The teacher establishes collaborative relationships with colleagues, parents, and others in the community to support and enhance student learning and well-being.
- 5.2 The teacher draws on resources from colleagues, families, and the community to enhance student learning.
- 5.3 The teacher contributes to the educational community and demonstrates professional leadership.
- 5.4 The teacher establishes collaborative relationships with colleagues that lead to the opportunity to co-teach and co-plan.
- 5.5 The teacher collaborates with teachers, administrators, education specialists, and paraprofessionals to ensure that all students' diverse learning needs are met.

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Student Assessment/Progress Monitoring

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**Standard 6:
Professional Responsibilities**

The effective teacher engages in professional responsibilities and growth.

Performance Indicators

- 6.1 The teacher establishes professional goals and pursues opportunities to develop current knowledge and skill and participates in the district's professional learning community.
- 6.2 The teacher reflects on teaching practices and evaluates own performance.
- 6.3 The teacher maintains a professional demeanor.
- 6.4 The teacher understands and acts consistently with education laws.
- 6.5 The teacher listens to evaluative feedback in a professional manner and is receptive to constructive suggestions.
- 6.6 The teacher balances professional responsibilities while maintaining their commitment to student learning.

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Task Force Members

Jane Bennett	Principal	Willard Alternative High School
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Afterward

The committee respectfully submits these teacher standards to the Missoula County Public Schools' Board of Trustees with the belief that it is our mission of ensuring that each student achieves his/her full and unique potential.